MUSKEGON, MI

WARNER NORCROSS

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Total # offices: 6
NALP member? Y

Firm size range: 101-250
Office size range: 11-25
Total attys in this office: 12

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Trusts, Estate	1	4
Labor, Employment	1	1
Business, Corporate, Mergers & Acquisiti(	1	2
Litigation	1	0
Employee Benefits	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN 2008	BEGAN WORK IN 2009	EXPECTED 2010
Laterals		( )	( )	1
Post-clerkship		( )	( )	
Entry-level	100,000 /yr	( )	( )	1
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	1,800 /Wk	( )	( )	
2Ls	1,800 /Wk	( )	1 (1)	
1Ls	1,800 /Wk	1		

2009 summer 2Ls considered for associate offers: 1 # offers made: 1
Hire school term clerks? N
1Ls hired? Y When after 12/1 should 1Ls apply? After Dec. 1
Split summers allowed? CBC If yes, minimum weeks: 6
Comments: We typically do not allow 1L's to split.
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? Y
Evening students graduating in 2013? Y
Judicial clerks? Y Students at non-US law schools? N
Hiring Criteria: Self-motivated and driven to succeed; record of academic achievement and leadership; strong interpersonal skills; teamwork approach; devoted to learning and self-improvement; dedicated to client service
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? N
Comp./prog. credit for judicial clerkship? Y
Comp./prog. credit for other adv. degrees? N
Other compensation comments: Judicial clerks receive a year's credit toward partnership.

PARTNERSHIP DATA: Two or more tiers? N
Additional partnership prog. info: Associates are considered for equity partnership in 7.5 years. Senior laterals candidates are often hired in as senior counsel and considered for partnership after a year or two.
WORK/LIFE INFORMATION:
Part-time allowed? Y Part-time avail.to entry-level? Y
p-t assoc. (m) (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)
Elig. for alt. work sched. determined by: Practice group approval/client need
Paid non-medical parental leave? Y
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? Y
Evaluations: Semi-Annual Upward reviews? Y
Professional development staff? Y Billable hours credit for training time? N
Rotation for jr. associates between departments/practice groups? Y
Is rotation mandatory? Y

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	6	0	4	0
	Women	0	1	1	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	6	0	4	1
	Women	0	1	1	0
	TOTAL NUMBER	6	1	5	1
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)
DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: Please visit our web site at www.wnj.com to view our Diversity Annual Report.

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: 4 # job fairs/consortia attended in 2009: 4

BILLABLE HOURS: 2008 2009
Avg annual assoc. hrs worked: 2000 2000
Avg. annual assoc. billable hrs: 1750 1750
Is there a minimum billable hours expectation? Y If yes, number: 1750
Hours policy details: Minimum hours required to receive associate bonus: 1750 billable hours plus 250 non-billable hours.

Is billable hour credit given for pro bono work? N
Is there a maximum that will be credited? If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? N
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: 100 % assoc. 100 % ptrs/mbrs 100 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? N
Comments:

NARRATIVE: We are the only firm in Muskegon, one of only two firms in Michigan, and one of only 115 firms nationally, to be named in Kimm Walton's book, America's Greatest Places To Work With A Law Degree. Warner provides comprehensive legal services to a broad range of clients, from multinational corporations to small businesses. We have 62 partners listed in the 2010 edition of The Best Lawyers in America. We were named among the Am Law 200 top firms in the nation in 2009 and were recognized as a Top 20 mid-sized firm by the National Law Journal. We are one of the nation's most technologically savvy law firms according to BTI Consulting Group. The academic qualifications of our attorneys provided them with career options throughout the country. They came to Warner Norcross because of their desire to work in a highly collegial atmosphere at a premier law firm while maintaining a balance between their personal and professional lives. Visit www.wnj.com

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.